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ABSTRACT

This report provides an overview of economic trends and their effect on labor market training needs in Saskatchewan. Following a brief introduction, part 2 provides an overview of international economic trends, including data on world demographics, while part 3 examines the Canadian economy, focusing on job stability and the employment of minorities. Part 4 reviews the Saskatchewan economy, highlighting growth sectors as of 1996 and provincial spending. Part 5 describes the demographic characteristics of Saskatchewan residents, reviewing the urban/rural split, age distribution and dependency ratio, and influx of immigrants, while part 6 describes the province's Aboriginal population, focusing on age, percentage of women by city, educational levels, unemployment rates, and income. Part 7 describes Saskatchewan's labor force, including unemployment rates, social assistance recipients, employment by sex, youth employment, employment changes by region and by industry, self-employment, and the future outlook. Part 8 describes general trends affecting training needs, such as the increasing diversity of the workforce, the shift toward continuous learning, the growth of contingent employment, and an increasing gap between skills and job requirements. Part 9 analyzes the implications of these trends for the Saskatchewan Institute of Applied Science and Technology, reviewing needs for English instruction, adult basic education, youth programs, programs assisting Aboriginal youth, programs to retrain the unemployed, entrepreneurship education, and programs focusing on growth occupations and computer-related occupations. Finally, part 10 provides general conclusions. Appendixes provide data on occupational demand by region and Canadian employability skills standards. Contains 39 references. (HAA)

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SIAST
SASKATCHEWAN INSTITUTE OF APPLIED SCIENCE AND TECHNOLOGY

Economic Overview

1996

Prepared by:

SIAST Research and Development

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SASKATCHEWAN INSTITUTE OF APPLIED SCIENCE AND TECHNOLOGY

ECONOMIC OVERVIEW

1996

Prepared by SIAST Research and Development

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March 1996

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Economic Overview 1996

1.0 INTRODUCTION

Every year the four SIAST Institutes and the Regional Colleges conduct an assessment of Regional Training Needs and the results are summarized in a report for each institution and then submitted to the Department of Post-Secondary Education and Skills Training. The first part of such an assessment is to monitor the influences and trends that impact on emerging training needs, in other words to look at the larger picture and to present an external scan of the economic, demographic and labour market trends. In order to avoid unnecessary duplication of conducting this external scan by each institution, the SIAST Research and Development department at the Secretariat undertakes this function and prepares an overall Economic Overview, which is then distributed to all participants in this process. This report provides the setting in which the Saskatchewan economy operates and outlines some of the major trends that impact on labour market training needs.

2.0 INTERNATIONAL OUTLOOK

- Slowing economic growth in most of the G7 countries led to widespread interest cuts in interest rates at year end, both in Europe and North America.
- The pace of growth in the United States economy continued to be moderate, dampened by a slowdown in housing demand and weak consumer spending.
- The German economy was stagnant, checked by high levels of inventories and a slump in business investment in plant and equipment. Unemployment rose to 9.3% in November 1995 (it was 7.9% in November 1994).
- The French government's plan to cut its 60 billion French francs per year social security deficit sparked widespread public sector strikes across the country.
- A summit of 15 European Union leaders agreed to build a monetary union effective January 1,1999, with a new currency name the "Euro". Countries who cannot meet the economic criteria would be left out of the union in a selection slated for July 1, 1998.

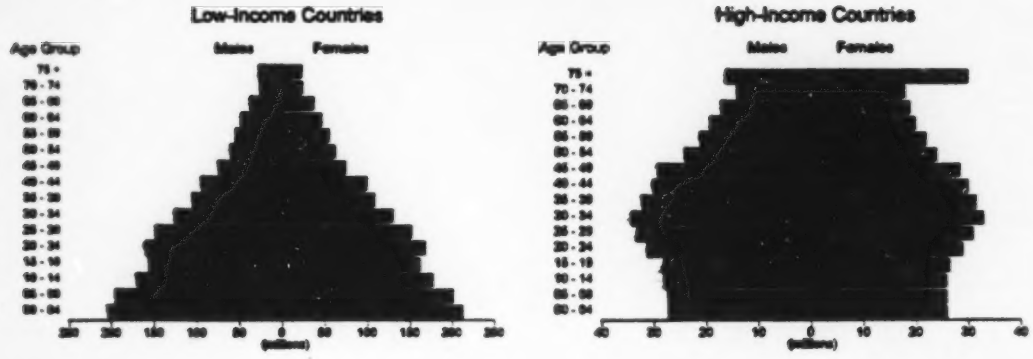
(Source: Statistics Canada. Canadian Economic Observer, January 1996.)

2.1 World Demographics

In 1995, the world population hit 5.7 billion - up 8% from 1990. Asia is the world's most populous region with 60% (3.4 billion) of the world's population, this includes China (1.2 billion) and India (935 million). Africa comes second with 720 million, Western Europe and South America are third with over 400 million each. The most significant change in the global demographic makeup in the next century will be the emergence of Africa as an increasingly demographic power. Africa has a birth rate that is twice that of other developing nations. By 2010 Europe (including the former Soviet Union) and North America will only make up about 15% of the world population. Low income countries have very young populations, most of the population is under 15 years of age; whereas in the high income countries the distribution across age groups is much more evenly distributed. Nations with such high numbers of young people will require help from the developed countries to provide education and training.

(Source: The Conference Board. StraightTalk - From the Desk of The Chief Economist, Gail Fosler, Volume 7, Number 1, January 1996.)

Figure 1 Population by Type of Income and Sex, 1995



(Source: The World Bank.)

3.0 CANADIAN ECONOMY

- The Canadian economy remained relatively stagnant for most of 1995.
- Spending on government goods and services is forecast to decline from 21% of GDP in 1992 to 16.6% by 1997. With the deepest spending cuts still to come, the economy has already begun to feel the effects of government sector cutbacks.
- Total government transfer payments to persons declined by 2.6%, primarily due to a decline in Unemployment Insurance (UI) benefit payments..
- Conference Board surveys of consumers over the past year reveal that consumer debt is now at a record 89% of disposable income. Most of this outstanding consumer debt consists of mortgage debt. The housing market has fallen on hard times and even reduced interest rates have not had the stimulating effect that was hoped.
- With consumers concerned by high debt, sluggish job markets and public sector spending cuts, domestic spending is not picking up. The most encouraging news came from the third quarter of the trade sector. A 5.4 billion turnaround in real net exports had a positive contribution to overall GDP growth.

(Source: The Conference Board of Canada. Canadian Outlook - Economic Forecast, Winter 1996.)

3.1 Employment

Total employment in Canada for 1995 was up only 88,000 from 13,479,000 in December 1994 to 13,567,000 in December 1995; compared to an increase of 327,000 in the first nine months of 1994.[1]

3.2 Job Stability

The average duration of a job is 3.7 years, which is about the same as it has been since 1981. What is masked by this stability is that there was a significant polarization. There is a substantial shift from jobs which last between 1 - 5 years towards those that last under one year during this period from 1985 - 1994. The percentage of jobs that lasted between 1 - 5 years dropped from 21% to 16%; at

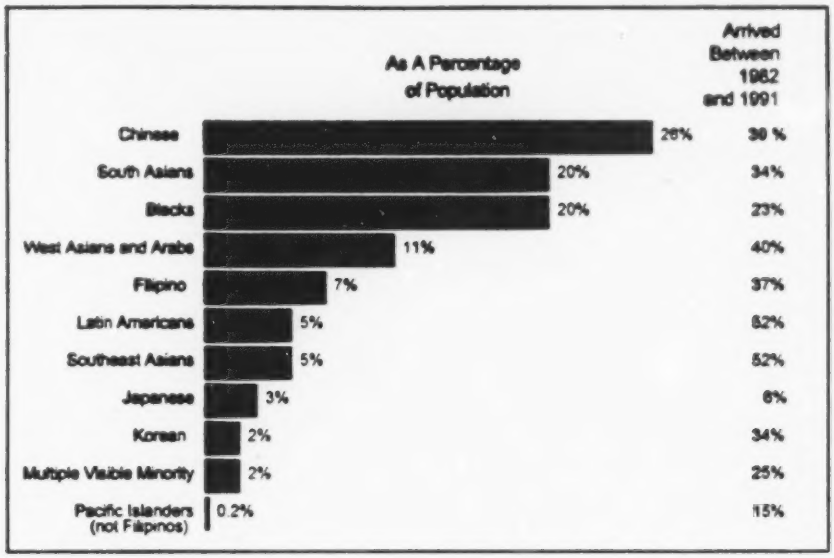
[1] Statistics Canada. Canadian Economic Observer, January 1996.

the same time jobs lasting less than one year increased from 59% to 64%. The proportion of jobs that lasted more than 5 years remained relatively stable. This pattern of polarization persisted among all demographic sub-groups, suggesting that it is a pervasive, economy-wide trend.

3.3 Visible Minorities

The composition of the Canadian population is becoming more and more diverse.

Figure 2 Visible Minority Groups as a Percentage of the Canadian Population



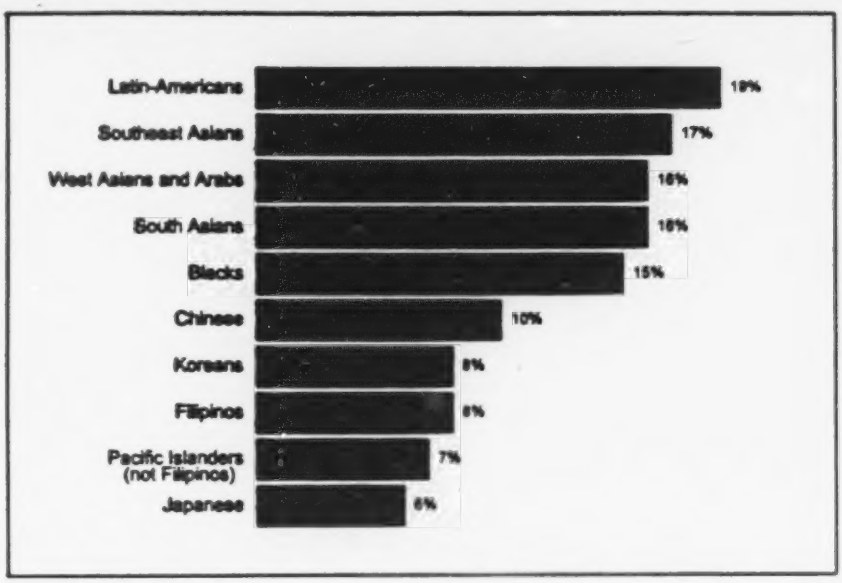
(Source: Statistics Canada, 1991.)

3.3.1 Unemployment Rates of Visible Minorities

The figure below shows the jobless rates of visible minorities standarized by age. It appears that the longer these groups have been in Canada, the less impact the minority status has on their ability to find employment. Only 6% of Japanese and 15% of Pacific Islanders came to Canada between 1982 -1991; their unemployment rates are below the national average. However, it is the more recent arrivals that have the greatest difficulty in finding employment; 52% of Latin American and Southeast Asian have arrived since 1982 and they have the highest unemployment rate.[2]

[2] Martin, Sandra. The Politics of Equity. Winner of the Seventh Annual Atkinson Fellowship in Public Policy 1995, The Atkinson Charitable Foundation.

Figure 3 Unemployment Rates of Visible Minorities



(Source: Statistics Canada, 1991.)

4.0 SASKATCHEWAN ECONOMY

- In December 1995 compared to December 1994, employment increased by 5,000 in manufacturing, by 2,000 in construction and by 4,000 in the resource industries.
- At 7.1% in December 1995, Saskatchewan had the lowest unemployment rate in the country.
- During the period of January to October 1995, compared to the same period in 1994, Saskatchewan's total exports increased 17.6%, partially made up of a 14.7% increase in agricultural products, 24.6% increase in energy, 61.9% increase in forestry products, and 24.1% increase in machinery and equipment.
- During the first three quarters of 1995, compared to the same 1994 period, total farm cash receipts increased 10.2% and total crop receipts increased 17.2%.

(Source: Saskatchewan Economic Development Department. Saskatchewan Economic News, January 1996.)

4.1 Growth Sectors

The sectors identified as contributing most to the growth of the Saskatchewan economy are are still considered to be:

Agri-value	Forestry
Energy	Tourism and Cultural Industries
Mining/Minerals	Information Technology and Telecommunications

The immediate opportunities in these sectors can be summarized as follows:

Agri-value
- continued growth in the production of grains, oilseeds and pulse crops
- continued expansion of the agricultural biotechnology sector
- further development of oilseed crushing, specialty crop processing and agri-food packaging
- expansion of hog production to two millions hogs per year by 2000
- establishment of a large hog slaughter and processing facility
- increased finishing, slaughter and processing of cattle

Energy
- continued oil and natural gas exploration and development
- commercialization of enhanced oil recovery technologies
- expansion of the oil and gas service sector

Forestry
- pulp mill expansion in Northwest Saskatchewan
- expansion of pulp and paper production in North-central Saskatchewan
- establishment of an oriented strand board plant in Northeast Saskatchewan
- harvesting of burned timber
- further development of specialty forest products

Mining/Minerals
- completion of construction of two uranium mines
- development of three new uranium mines, pending environmental assessment
- development of two new gold mines
- development of one copper/zinc project
- continued diamond exploration

Tourism and Cultural Industries
- development of Aboriginal tourism
- development of eco-tourism
- expanded paleo-tourism
- development of agri-tourism
- expanded production in various media, including film, video, sound recording and multimedia

Information Technology and Telecommunications
- new information technology servicing contracts with out-of-province firms, managed by Saskatchewan firms
- attraction of additional telephone call centres to the province
- provide business with access to high-speed data networks, such as the Internet
- continued growth of systems and hardware suppliers
- marketing of provincially developed information systems and expertise other jurisdictions, particularly in the health care area

(Source: Saskatchewan Economic Development. Partnership for Growth - Building on the Renewal of The Saskatchewan Economy, February 1996.)

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4.2 Provincial Spending

Current spending of the provincial government in the following areas is outlined in the table below.

Table 1 Saskatchewan Provincial Government Spending (in $ millions)

Area	$ millions
1. Agriculture	$306.6
2. Education, Training & Employment	$880.6
3. Environment & Resource Management	$94.6
4. Servicing Public Debt	$872.8
5. Health	$1,560.6
6. Highways & Transportation	$168.1
7. Justice	$175.4
8. Municipal Government	$224.9
9. Social Services	$542.5
10. Regulatory, Legislation & Administration	$207.8
11. Economic	$70.7
12. Other	$36.0
Total	$5,151.0

(Source: Government of Saskatchewan. Preparing for the New Century: Making Choices for Today and Tomorrow, January 1996.)

5.0 SASKATCHEWAN DEMOGRAPHICS

According to the Government of Saskatchewan, Bureau of Statistics, Monthly Statistical Review, February 1996, Saskatchewan had 1,017.6 million people in October 1995 (compared to 1,013.1 million people in October 1994).

Table 2 Saskatchewan Population, Components of Growth

		Annual and Monthly Totals/Averages				
Population and Migration		1991	1992	1993	1994	1995 (October)
Interprovincial migration	Into Saskatchewan	18,099	17,408	20,321	24,014	7,630
	Out of Saskatchewan	27,702	24,322	25,392	26,818	7,999
	Net flow	-9,603	-6,914	-5,071	-2,804	-369
Net international migration		1,586	1,569	1,442	1,193	-21
Natural Growth	Births	15,304	15,004	14,304	14,025	3,520
	Deaths	8,098	7,793	8,205	8,305	1,980
	Net natural growth	7,206	7,211	6,099	5,720	1,540
Population at end of period (000)		1,003.0	1,002.0	1,011.5	1,013.6	1,017.6

(Source: Sask Trends Monitor, Volume XIII, Number 1, January 1996.)

5.1 Covered Population

According to the "Health Insurance Registration Report", Saskatchewan had the following number of people covered by Saskatchewan Health as of June 30 ,1995.

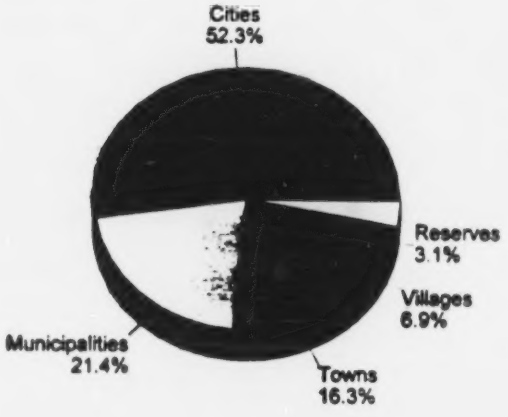
cities	520,065
towns	163,254
villages	69,717
R.M.S.	190,822
reservations	76,520
Total	**1,020,378**

The total number varies from the population statistics given above (1,017,000). Some discrepancies do occur due to the fact the Saskatchewan residents who have moved out of the province are still covered for a number of months after they have left and new arrivals are not issued a health card immediately.

5.2 Urban/Rural Split

In 1951 just over 30% of the population in Saskatchewan was considered urban[3] and 70% rural. In 1991 it has almost reversed. According to the 1991 Census, 63% of Saskatchewan people live in urban centres and 37% in rural areas. Compared to Alberta and Manitoba, however, we still have a larger rural population. Alberta's urban/rural split is 80/20 and Manitoba's is 72/28.

Figure 4 Urban/Rural Split



According to the 1991 Census, Saskatoon is the largest city in Saskatchewan and the eighteenth largest in Canada; Regina is the nineteenth largest in Canada. The five largest cities in Saskatchewan had the following populations, compared to the "covered population as of June 30, 1995" data provided by the Department of Health.

[3] Urban is defined as an area having a population concentration of 1,000 or more and population density of 400 or more per square kilometre.

Table 3 Saskatchewan Population

City	Census 91	Health Insurance Registration 1995
Saskatoon	186,058	189,745
Regina	179,178	178,726
Moose Jaw	33,593	33,803
Prince Albert	34,181	33,507
Yorkton	15,315	15,574

The remaining cities have all fewer than 15,000 inhabitants.

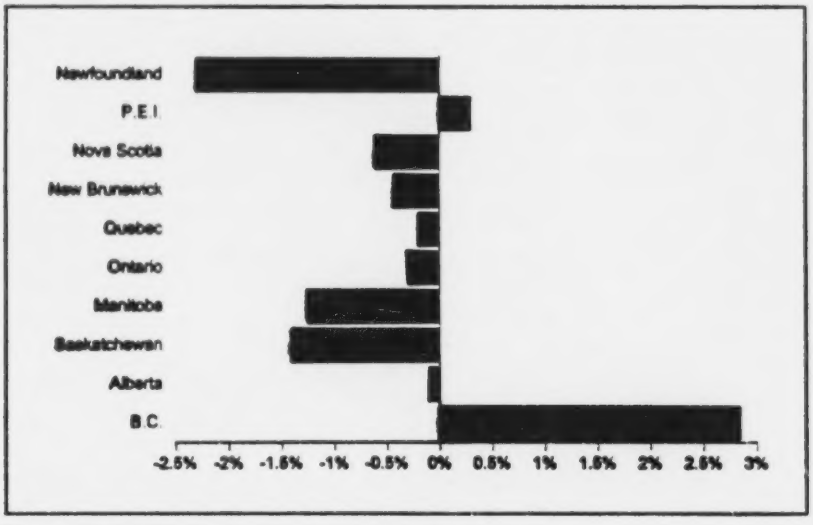
6.3 Age Distribution and Dependency Ratio

Saskatchewan has the smallest proportion of residents between 20 and 54 of any province, the second highest proportion between 0 -19 years old and the highest proportion of persons aged 60 years and over. This means that the dependency ratio is very high. (The tax base is relatively low in comparison to the percentage of the population that has to be supported by public expenditures in education, pensions and health care.)[4]

Although the net outflow of Saskatchewan residents to other provinces has slowed, we are still concerned about the number of young people (age 20 -30) that leave the province in search for work elsewhere. No province has fewer young people between 20 to 30 years and only Newfoundland is losing its young people at a faster rate.

From June 1993 to June 1994 the most recent figures from Statistics Canada show that Saskatchewan lost a net of 1,405 people between the ages of 20 and 30. Only Prince Edward Island and British Columbia gained youth through net in-migration.

Figure 5 Provincial Out-Migration of 20-30 Year-olds in 1994



(Source: The Saskatoon Star Phoenix, February 26, 1996.)

[4] Statistics Canada. Census 1991. Saskatchewan Population Count.

5.4 Immigration of New Canadians

Saskatchewan absorbs relatively few new immigrants. Our economy and population is about 3.5% of Canada's population, but we receive only about 1% of all new immigrants that come to Canada per year. Without a significant increase in population, we need to rely on exports to fuel economic growth.

Considerably fewer immigrants are likely to enter Canada in 1996. The 1995 numbers of immigrants to Canada were well below the goal of 250,000 as of October 1995. The numbers for 1996 are pegged between 170,00 to 190,000.

Business class immigrants and skilled workers are expected to be deterred by a mediocre economy. Stiffer regulations for entrepreneurial immigrants are now in place. They must actually start a business and create at least one job within a year. The $975 right-of-landing fee introduced in the last budget along with other processing fees may also be an obstacle to talented but less wealthy immigrants.

(Source: "Number of Immigrants Expected to Drop Next Year", The Globe and Mail, October 30, 1995.)

Table 4 Immigration

	1992	1993	1994	1995	% change from last year
First quarter	548	610	530	472	-10.9%
Second quarter	603	580	513	495	-3.5
Third quarter	777	660	543	362	-33.3
Fourth quarter	582	541	597	not yet available	
Total	2,510	2,391	2,183	1,329	

(Source: Government of Saskatchewan, Bureau of Statistics. Monthly Statistical Review Volume 22, Number 2, February 1996.)

6.0 ABORIGINAL POPULATION

A separate survey was conducted after the July 1991 Census to gather information about Aboriginal people (Aboriginal Peoples Survey - APS). It confirms that Aboriginal people have lower levels of education, employment and income than provincial (or national) averages.

The Aboriginal population described in the APS consists of those persons who identify with an aboriginal group, such as North American Indian, Metis or Inuit. The number of such persons (86,695) is about 10% less than the number with at least some Aboriginal ancestry (96,580).[5] Official figures have not been updated since that time.

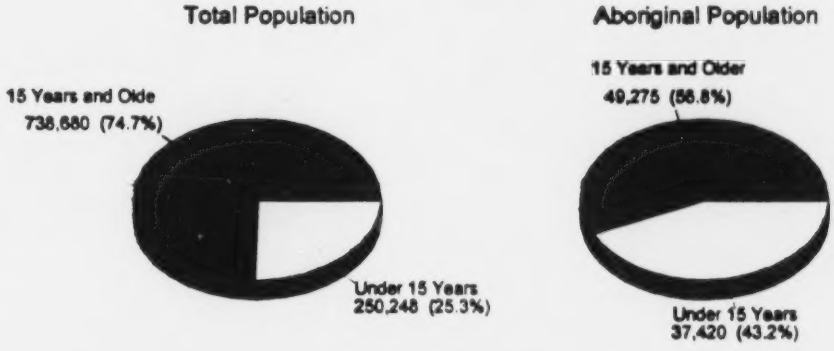
[5] Sask Trends Monitor, Volume X, Number 10, October 1993.

6.1 Age Composition of Aboriginal Population

The age composition of the Aboriginal population differs significantly from the rest of the provincial population. More than 50% of the Status Indian population is under 20 years old and this proportion is expected to grow in the future. Similar trends are expected for the Metis people of the province. Saskatchewan has the highest percentage of Status Indian within its population compared to other provinces.

These differences between Aboriginal and non-Aboriginal populations will increase the participation of Aboriginals in post-secondary institutions and in the labour force.

Figure 6 Saskatchewan Total Population vs. Aboriginal Population



(Source: Sask-Trends Monitor, Volume X, Number 10, October 1993.)

6.2 Aboriginal Women

Aboriginal women make up a relatively large share of the female population in the Western provinces. In 1991, 11% (59,680) of all women in Manitoba, 10% (49,780) in Saskatchewan, 6% (77,370) in Alberta and 5% (87,430) in British Columbia were Aboriginal women. In contrast, Aboriginal women represented only about 2% of women in each of the remaining provinces. Aboriginal women as a percentage of the female population in selected census metropolitan areas in 1991 is presented below.

Table 5 Aboriginal Women as a Percentage of all Women in Selected Cities

City	Percentage
Saskatoon	7.3%
Winnipeg	7.3%
Regina	7.2%
Edmonton	5.4%
Calgary	3.4%
Ottawa-Hull	2.9%
Vancouver	2.8%
Montreal	1.8%
Toronto	1.1%

(Source: Statistics Canada, 1991 Census of Canada.)

Aboriginal women tend to be younger than non-Aboriginal women. In 1991, 34% of the female Aboriginal population was under 15 years of age, compared to 20% of the non-Aboriginal population. There are few differences between the age distribution of Aboriginal men and women.

(Source: Statistics Canada 89-503E. Women in Canada: A Statistical Report, Third Edition, August 1995.)

6.3 Educational Level of Aboriginal People

Of the general Saskatchewan population, those under 45 are much more likely to have completed high school; the group with the least education is the 65 years and over age group. Females tend to show higher levels of education, with the exception of the University degree category; however, this trend is reversing since recent statistics from the University of Saskatchewan state that 52% of degrees earned were awarded to female students.

The Aboriginal population in Saskatchewan has experienced some gains in educational attainment. 37.3% had less than grade nine compared to 19.2% of the general population according to the 1986 Census. This had improved by the 1991 Census. By this time, 22% of the Aboriginal population aged 15 - 49 had less than grade nine education, compared to 16% of the general Saskatchewan population in this age group. Also as of 1991, 18% of the Aboriginal population aged 15 - 49 have a post-secondary certificate, diploma or degree compared to 32% of the same age group of the Saskatchewan population.

Table 6 Educational Level of Persons who Identify with an Aboriginal Group, 1991

		Aboriginal Population						All Sask. Residents
		Canada	Manitoba	Alberta	Sask.	Regina	Saskatoon	
Population		625,710	99,220	103,655	86,695			988,928
Population 15 years of age and older		388,900	61,415	61,250	49,275	6,530	6,595	738,680
Formal education, ages 15 to 49	Less than grade 9	17%	14%	21%	22%	9%	12%	16%[1]
	Grade 9 to 12	50%	51%	52%	45%	44%	50%	41%[1]
	Some post-secondary	14%	16%	13%	15%	24%	16%	11%[1]
	Post-secondary certificate, diploma, or degree	19%	19%	14%	18%	21%	20%	32%[1]
Attended residential school (elementary)		11%	11%	8%	18%	19%	17%	n/a

[1] Education attainment figures for the general Saskatchewan population are for the 15 and older age group, not only 15 - 49.

Aboriginal women tend to have less formal education than other women in Canada. For instance, only 6% of Aboriginal women aged 15 or over had a university degree, compared with 13% for non-Aboriginal women.

(Source: Statistics Canada 89-503E. Women in Canada: A Statistical Report, Third Edition, August 1995.)

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6.4 Unemployment Rates for Aboriginal People

Unemployment rates for Aboriginal people are significantly higher (27%) than for the general Saskatchewan population (7%). Employment for Aboriginal people is noticeably lower in Saskatoon (unemployment rate = 33%) than in Regina (unemployment rate = 26%). Metis have a slightly better unemployment rate (20%) compared to North American Indian (32%). These numbers are displayed below.

Table 7 Employment and Income of Saskatchewan Aboriginal People by On-Reserve, Off-Reserve and Metis Categories, 1991

		All Aboriginal People	North American Indians			Metis	All Sask. Residents
			Living On Reserve	Living Off Reserve	Total		
Population		86,695	28,760	31,250	60,010	27,000	988,928
Population 15 years of age and older		49,275	16,335	17,465	33,800	15,670	738,680
Employment indicators, ages 15 and over	Employment to population ratio	35%	27%	33%	30%	47%	64%
	Unemployment rate	27%	30%	33%	32%	20%	7%
Individual income from all sources in 1990	None	14%	8%	18%	13%	16%	7%
	Less than $2,000	18%	30%	13%	21%	10%	8%
	$2,000 to $9,999	29%	32%	27%	29%	27%	22%
	$10,000 to $19,999	23%	21%	22%	22%	25%	26%
	$20,000 to $39,999	13%	9%	14%	12%	17%	26%
	$40,000 and over	4%	1%	5%	3%	4%	12%
Received at least some social assistance in 1990		40%	52%	41%	47%	25%	n/a

(Source: Statistics Canada. 1991 Aboriginal Peoples Survey: Schooling, Work and Related Activities, Income, Expenses and Mobility, September 1993.)

6.5 Incomes for Aboriginal People

Incomes among the Aboriginal people are disproportionately low. 61% of Aboriginal people in Saskatchewan have incomes below $10,000 (twice as many as the general population). 13% have incomes in the $20,000 to $40,000 range (considered to be middle class) compared to 26% of the general Saskatchewan population.[6]

The average employment earnings of Aboriginal women are lower than those of other women in Canada. In 1990, Aboriginal women working full time and full year earned an average of 23,800. This was over $2,000 less than the average earnings of non-Aboriginal women ($25,900). Aboriginal women also earn less than their male counterparts. In 1990, the full-time, full-year employment earnings of Aboriginal women were only 72% of those of Aboriginal men, $23,800 versus $32,900. In comparison, the earnings ratio for non-Aboriginal women and men was 67% that same year.

[6] Sask-Trends Monitor, Volume X, Number 10, October 1993.

A relatively large proportion of the female Aboriginal population have incomes which fall below the Statistics Canada Low Income Cut-offs. In 1990, 41% of Aboriginal women aged 18 - 24 lived in a low income situation, as well as 53% of Aboriginal females under the age of 18. Overall 17% of non-Aboriginal women and 28% of Aboriginal men lived in a low-income situation in 1990.

(Source: Statistics Canada 89-503E. Women in Canada: A Statistical Report, Third Edition, August 1995.)

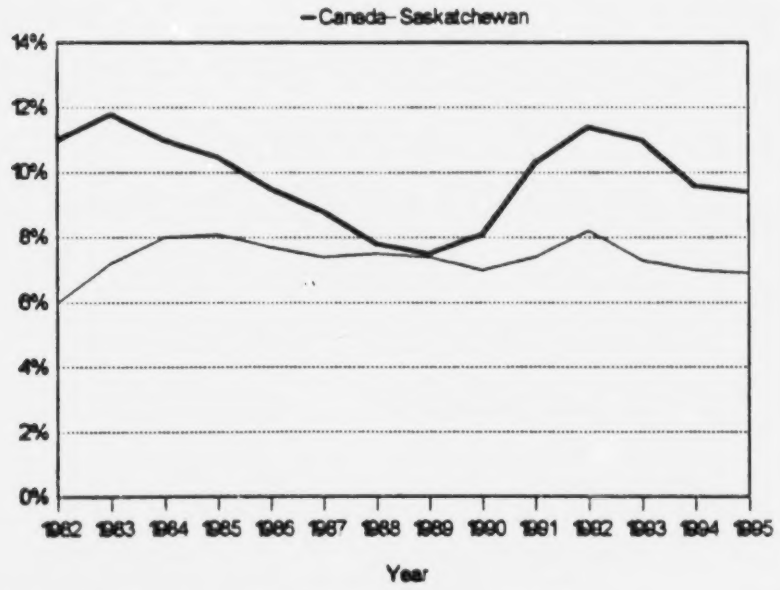
7.0 LABOUR FORCE

In 1991, Saskatchewan's participation rate was the third highest in Canada at 67.1%. The participation rate reflects the percentage of the total population over the age of 15 which is either employed or is seeking employment. The participation rate dropped to 64.7% in January 1995 and 64.6% in January 1996. Such a drop means that fewer people are actively seeking employment, either because they voluntarily drop out of the labour market, or they have become discouraged and are no longer looking for work or they may have dropped from the unemployment recipient status and are added to the social assistance recipient lists.[7]

7.1 Unemployment

The province's unemployment rate (6.9% January to November of 1995) is the lowest in the country. The actual rate in January 1996 was 8.1%, compared to 7% in January 1995 and 6.1% in December 1994.

Figure 7 Annual Average Unemployment Rates, Canada and Saskatchewan



(Source: Statistics Canada 71-201. Historical Labour Force Statistics (up to 1991). Sask Trends Monitor, Volume X - Number 12, December 1993 (1992 and 1993)).

[7] Government of Saskatchewan, Bureau of Statistics. Monthly Statistical Review, Volume 22, No. 1, January 1996.

Unemployment Insurance beneficiaries decreased in 1995. In October 1994, 17,370 individuals received unemployment insurance benefits compared to 15,260 in October 1995 with an average weekly payment of $241.63 in 1995 compared to $233.15 in 1994.

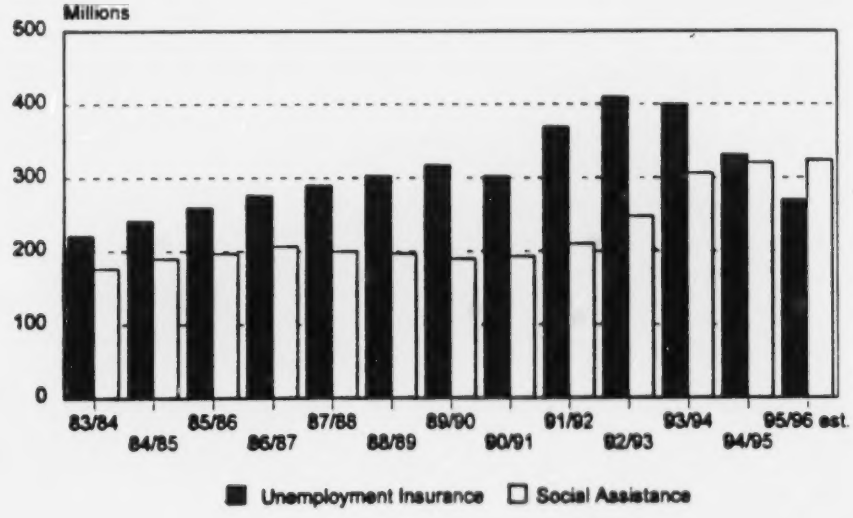
7.2 Social Assistance Recipients

Although Saskatchewan's social assistance caseload has increased, this province is still among the lowest in the country in terms of percentage of population on assistance.

Table 8 Social Assistance Cases in Saskatchewan (November 1995)

	Employable	Partially Employable or Unemployable
Single persons	8,279	12,624
Childless couples	840	744
Single-parent families	5,923	6,196
Two-parent families	3,725	666
Totals	18,767	20,230

Figure 8 Social Assistance vs. Unemployment Insurance Expenditure



(Source: Government of Saskatchewan. Discussion Paper, Redesigning Social Assistance: Preparing for the New Century, January 1996.)

7.3 Employment by Sex

Employment among women increased by 1.2% compared to 0.3% among men. This reversed the trend toward higher employment among men and lower employment among women which began in 1993 and accelerated in 1994. In 1994, 44.7% of the jobs were held by women in Canada compared to 45.3% in 1993 and 1992.

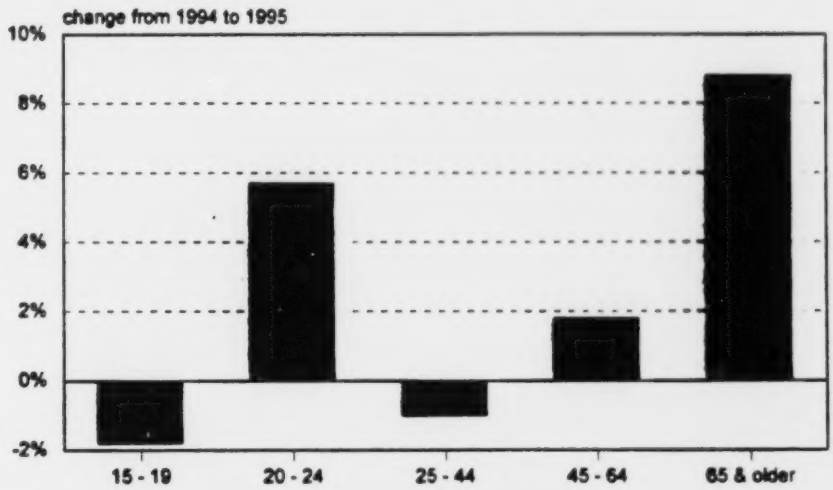
In Saskatchewan, unemployment rates are lower for females (6.0% in January 1995 as well as December 1995) than males (7.8% in January 1995 and 8.0% in December 1995).

(Source: Saskatchewan Labour. Labour Report, 4th Quarter, 1995, Volume 8, Number 3.)

7.4 Youth Unemployment

1995 showed a trend toward more employment among young people. Employment for those in the 20 -24 age group grew by 6% during 1995, from 47,000 in January 1995 to 49,000 in January 1996. This is reversing a trend that was documented in earlier reports.

Figure 9 Employment by Age Group



Saskatchewan's unemployment rate for young people aged 20 - 24 was 13.1% in January 1996 compared to 7.1% for those over 25 years.

(Source: Government of Saskatchewan, Bureau of Statistics. Monthly Statistical Review, Volume 22, No. 2, February 1995.)

The employment of youth has a major impact on the economy, from less expenditures on housing and renting (youths come back home and live with their parents) to less consumer spending and labour productivity.

In 1995, students attending high school were more likely than in 1994 to be working, up by 4%. University and technical college students on the other hand, were less likely to be working. The number going to post-secondary institution and working at the same time declined 11% to 14,200.

In many developed countries young people are not fully integrated into the labour market because of minimum wage restrictions or educational differences. Of the 17 countries in the chart, most have youth unemployment rates higher than their overall job market averages (full-time students not seeking jobs are not counted as unemployed). In countries with apprenticeship systems, such as Austria, Germany and Switzerland, youth unemployment rates are much closer to those of adults. The duration of youth unemployment also varies widely. Long-term youth unemployment is less than 10% in America, Canada, Japan and Sweden, but more than 40% in Italy, Ireland, Spain and Belgium.

(Source: The Economist, December 3, 1994, page 126.)

7.5 Employment Changes by Region

In 1994, the Regina and Saskatoon CMAs (the Census Metropolitan Areas include surrounding towns such as Lumsden and White City, Warman and Dundurn) accounted for 45% of the jobs in the province even though they have only 33% of the population in the labour force age group (15 and older).

The two cities have disproportionately higher share of jobs in:

manufacturing	58%
government	57%
service sector	52%
trade	50%

Of course their share of jobs in agriculture and the primary sector is lower than in other parts of Saskatchewan. The only industry that is distributed evenly throughout the province is construction.

Table 9 Employment by Sector

Sector	Outside Regina and Saskatoon	Regina	Saskatoon
Agriculture and primary	29%	3%	5%
Manufacturing	5%	6%	10%
Construction	4%	4%	5%
Trade	16%	18%	21%
Service	30%	40%	40%
Finance and real estate	4%	8%	5%
Public Administration	5%	11%	6%
Other	7%	10%	8%

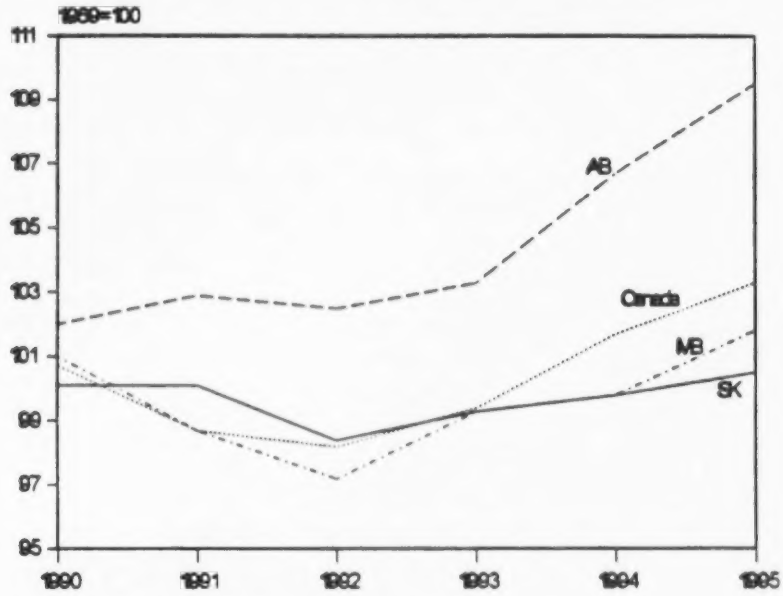
Regina and the east central region of the province lost jobs in 1995. The western and northern regions recorded increases due to opportunities in the resource sector. Saskatoon's employment grew by 2,000; the second year in a row where employment growth outpaced Regina.

(Source: Sask Trends Monitor, Volume XIII, Number 1, January 1996, Sask Trends Monitor, Volume XII, Number 11, November 1995.)

7.6 Employment Compared to Other Provinces

In the last few years, Saskatchewan has fared poorly compared to other parts of Canada. Employment growth has averaged 1.7% in Canada over the last three years, but only 0.7% in Saskatchewan. Alberta grew by 3% over the last two years and Manitoba recorded a growth of 2% for the last year.

Figure 10 Saskatchewan Employment Growth Compared to Canada



(Source: Sask Trends Monitor, Volume XIII, Number 1, January 1996.)

7.7 Employment by Industry

There were major shifts in industry employment patterns. The number grew in the private sector generally, and in the goods producing industries in particular.

The number of jobs in the goods producing sector increased by 10,000 with increases in:

agriculture	+ 2,000
resources	+ 2,900
manufacturing	+ 3,400
construction	+ 1,700

In contrast there were fewer jobs in the service producing industries. The number of jobs declined in:

retail trade	- 3,500
education services	- 1,900
health and welfare service	- 2,600
commercial services	- 1,800
public administration	- 600

These declines were offset in other areas of the service producing group:

finance, insurance and real estate	+1,100
transportation, communication and utilities	+1,900

Table 10 **Employment by Industry**

Industry	1990	1991	1992	1993	1994	1995	January 1996
	thousands						
Agriculture	82	83	76	72	66	68	64
Other Primary Industries	12	13	12	12	12	13	15
Manufacturing	26	26	26	25	26	26	32
Construction	21	19	19	15	11	17	17
Transportation, Communication and other Utilities	32	30	31	34	34	36	29
Trade	77	76	71	69	74	79	76
Finance, Insurance, and Real Estate	21	21	24	27	25	25	24
Health and Education	77	79	81	154	163	157	160
Other Services	71	73	71				
Public Administration	30	30	30	30	28	28	27
TOTAL (about half of our population, 1 million, is working)	449	450	441	438	439	449	445

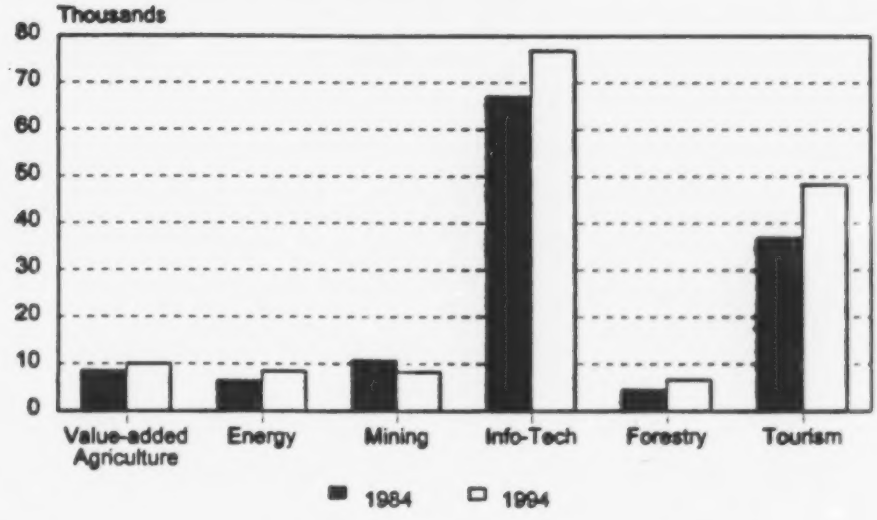
[Source: Statistics Canada 71-220 The Labour Force Annual Averages
Government of Saskatchewan, Bureau of Statistics. Economic Review 1993 (Table 10)]
(Source: For 1993, 1994, 1995 , 1996 columns, Government of Saskatchewan, Bureau of Statistics, Monthly Statistical Review, February 1996.)

Implicit in the industry shifts is a decline in employment in the public sector, which includes public administration, health and education and the crown corporations. In 1995, 78,000 persons were employed in health and education compared with 81,000 in 1993. Public sector employment decreased by 5,000 in 1995 while private sector employment increased by 8,000. 1995 was the second year in a row where increases in the private sector have offset declines in the public sector.

7.8 Employment in Key Growth Sectors

Employment in the six key Sectors has increased from 1984 - 1994 in all, but mining. This does not yet reflect the increase in the resource sector that took place in 1995.

Figure 11 Employment in Key Sectors 1984-1994

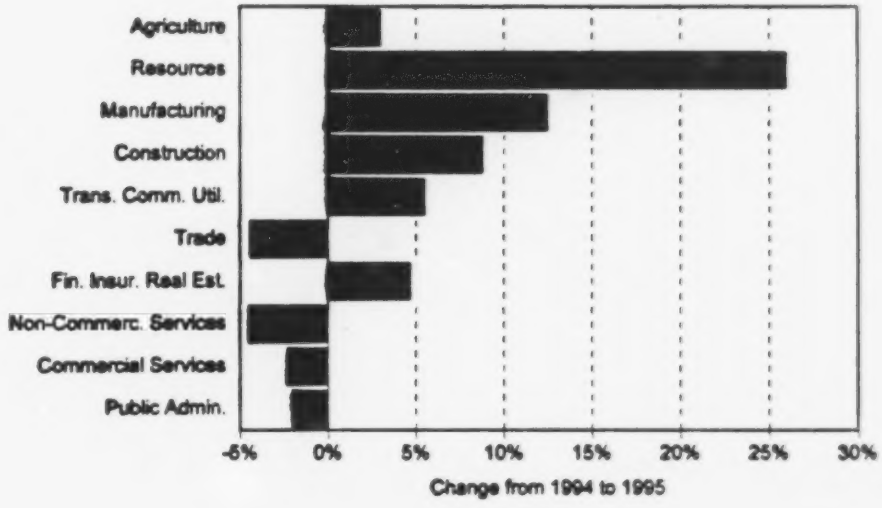


(Source: Government of Saskatchewan. Preparing for the New Century: Making Choices for Today & Tomorrow, January 1996.)

7.9 Employment by Occupation

Trends in employment by occupation mirror those by industry. There were increases in employment in the construction trades, in primary occupations and transport equipment operating occupations. There were declines in clerical occupations and the first decline since 1990 in the large managerial, professional and technical group.

Figure 12 Largest Percentage Increases in the Goods Producing Industry Groups



7.10 Self-employment

Self-employment statistics are complicated by changes in agricultural employment. More than one half of Saskatchewan's self-employed work in agriculture. In 1995, the number of farmers "on own account" increased for the first time in more than five years. The number of agriculture employers declined by 12% while the number of paid workers increased by 19%. In all likelihood, we are measuring an increasing tendency for farm operations to become incorporated and for the farmer to consider themselves as "paid" by their corporation, but it could also be the consequence of larger farms. Self-employment in the non-agricultural sector increased by 3.1%.

7.11 Current Occupational Imbalances

The National Labour Market Information (LMI) System provides the LMI analyst with a tool to attach indicators to occupations. The lists in 7.11.1 and 7.11.2 show the current imbalances for Saskatchewan in high activity occupations and those occupations for which there is a Saskatchewan wide surplus. These imbalances may not be the same for specific geographic regions of the province. For a listing of Moose Jaw, Prince Albert, Regina and Saskatoon occupational imbalances refer to Appendix A.

7.11.1 High Activity Occupations

The following occupations were identified by local labour market analysts as having vacancies or having opportunities because of high turnover or seasonal demand for April 1995 to September 1995. The numbers refer to the National Occupational Classifications (NOC) system of occupational coding.

3112	General Practitioners/Family Physicians	6641	Food Service Counter Attendant/Preparers
3142	Physiotherapists	6663	Janitor/Caretaker/Building Superintendent
6242	Cooks	7312	Heavy-Duty Equipment Mechanics
6271	Hairstylists & Barbers	7321	Motor Vehicle Mechanic/Technician (J/M)
6421	Retail Salespersons & Sales Clerks	7411	Truck Drivers 1A License
6453	Food & Beverage Servers	7421	Heavy Equipment Operator (except Crane)
6471	Visiting Homemaker/Housekeeping/Related Occs.	8431	General Farm Workers
6474	Babysitters, Nannies & Parents' Helpers		

(Source: Human Resources Development Canada. Working Solutions, Saskatchewan Occupational Review, April 1995 - September 1995, pg 3.)

7.11.2 Labour Surplus

For surplus occupations there exists a substantial pool of qualified unemployed labour supply. The occupations identified as Labour Surplus have 500+ Unemployment Insurance Claimants on a regular basis.

7611	Construction Trades Helpers and Labourers	1,864
7421	Heavy Equipment Operators (except Crane)	1,042
7411	Truck Drivers	862
6421	Retail Salespersons and Sales Clerks	780
8431	General Farm Workers	763
1411	General Office Clerks	648
1241	Secretaries	531

We note that a number of occupations are on both lists (e.g. retail salespersons and sales clerks, general farm workers). There are a number of explanations for this. Labour surplus occupations reflect what Unemployment Insurance applicants state as their occupations; the qualifiactions or

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skills that this person has are not checked. On the demand side, the employer may state very specific skills that they expect from a person filling that position and are not satisfied by the unemployed. Geographic location may also play a factor. We may experience a surplus in one region, yet still not be able to fill vacancies in another area.

7.12 Future Outlook

Employment growth did not keep pace with economic growth. On a positive side this means that Saskatchewan's workforce is becoming more productive. In 1979 it took 32 jobs to create $1 million in economic activity (measured in 1986 constant dollars); in 1985 it took 28 jobs and in 1995 it was further reduced to 24 jobs.[8]

Much of the employment growth in Saskatchewan will be concentrated in small businesses (those employing fewer than 20). As a population becomes more concentrated (urbanized), it becomes more service, investment and technology intensive. But technology, such as telecommunications, can also be used to support geographically dispersed activity.

Another area which is rapidly increasing is the home-based industry. There are an estimated 100,000 home businesses in Saskatchewan[9].

Economic opportunities will continue to exist in rural Saskatchewan despite the urbanization trend. One example is the tourism industry which has the potential to optimize the available resources of a given area.

8.0 GENERAL TRENDS THAT IMPACT ON TRAINING NEEDS

Below are listed a number of additional points that will impact on the nature of work and the subsequent training that will be required to prepare the workforce to adapt to these changes.

8.1 Diversity of Workforce

Members of equity groups and aboriginal people now place a much more significant role in the workforce and will comprise an even larger proportion of new workers.

8.2 Continuous Learning

The very concept of a "job" as a structured an well-defined set of tasks is becoming less relevant. Working life is shifting from a linear pattern of learning and then working at one or several jobs in a logical progression which defines a career is changing, to a pattern of continual learning and working at multiple and different types of work which requires great flexibility. To prepare for this work reality, people will need to start with a strong knowledge base, employability skills, technical skills and the ability to "keep on learning", the ability to build on knowledge, skills and experience. Our "SIAST Longitudinal Study" (released in July 1995, report #95-10) shows that this is already occurring. 30% of SIAST students had come back for additional training (generally in the same or related field) three years after entering SIAST as first year students; and another 32% indicated that they had the intention to continue furthering their education.

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[8] Sask Trends Monitor, Volume XIII, Number 1, January 1996

[9] "Successful Home Business Product of Planning", The Saskatoon Star Phoenix, January 21, 1994

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8.3 Contingent Employment

Another reality that we are faced with is the growth of non-standard or "contingent employment". Contingent employment requires individuals to continuously offer skills to a variety of firms on a range of work assignments. Individuals must demonstrate their value to the organization in each new situation or work assignment. Increasingly the onus will be on the individual for managing successive shifts in their career by taking the initiative to find appropriate training and information to offer greater work flexibility. Both technical and generic skills must be developed. Jobs in all sectors require continuous upgrading to keep pace with changing technology (specific technical skills); but individuals must also be able to adapt to evolving organizations, which requires training and upgrading in new management techniques, small business management and entrepreneurial skills and other generic skills.

"The largest private employer in the United States today is not General Motors, but Manpower, Inc. - a temporary employment agency. Two-thirds of all new jobs created in the United States in 1992 were in temporary jobs with hourly wages."[10]

8.4 Skills Not Matched to Requirements

There is no agreement about whether overall skill requirements in the economy are rising or falling. Increasing requirements for jobs may reflect changes in selection procedures rather than actual changes in the skill requirements in Canada, but this hides great diversity among jobs and industries and much dislocation for workers.

Education levels have risen steadily. The great majority of Canadians now complete high school and our rate of post-secondary education is among the highest in the world. Contrary to much of the rhetoric about schooling and work, several Canadian studies show that secondary school completion in itself is not a valuable credential. High school graduates without any post-secondary education have labour market outcomes no better than those of high school drop-outs.[11]

The evidence does not support the view that Canada has an overall skill shortage; there is at least as much evidence of an overeducated and underemployed workforce. Many of our young people in particular are highly skilled, but the knowledge and skills that make up current credentials are often not relevant to the work of the future. This requires a change in both program mix and the weight that all programs place on employability skills. There is also the issue of relevance in the choices that students make. Student demand continues to be strong in academic programs despite that fact that underemployment of university education graduates is increasing and future skill requirements point more towards **career/technical and vocational** training. Career counselling and changing the attitudes of the public in general will be the key.

For example, in the past ten years enrolments in career/technical and vocational programs in British Columbia have only increased by 6,400; whereas enrolment in degree and university transfer programs have increased by 26,000. This does not reflect the pattern of changing needs in the economy. In Saskatchewan the trend is not mirrored to the same extent. At SIAST the enrolment since 1988 remained fairly static at about 12,000 full-time and 33,000 part-time student enrolments. At the University of Saskatchewan, enrolment has risen from 18,714 in 1989-90 to a high of 19,948 in 1992-93, but then dropped for two years to 19,130 in 1994-95.

Employability skills are a major part of the skills gap, but there is also a gap in the ability of the learning system to meet the need for short-duration, targeted training aimed at specific skills - development or "just-in-time training". Training providers have significant opportunities to prove

[10] Rifkin, J. "The End of Work: The Decline of the Global Labour Force and the Dawn of the Post-Market Era.", Training For What?, British Columbia Labour Force Development Board, 1995.
[11] Economic Council, 1992; Frechet, 1993.

flexible modular training either at the worksite or at institutions. Of key importance towards this shift will be the ability to establish credentials for such training that are recognized across the entire learning system and can build into occupational competencies. For the Conference Board of Canada "Employ[illegible]bility Skills" refer to Appendix B.

(Source: British Col[illegible] Labour Force Development Board. Training For What? 1995.)

9.0 ANALYSIS - IMPLICATIONS FOR SIAST AND TRAINING PROGRAMS

Now that we have a picture of the economic, population and labour market situation in Saskatchewan, what does this mean for SIAST?

9.1 English for New Canadians

No significant increase in immigration is expected. We actually experienced a decline over the last few years; therefore, English for New Canadians programming does not need to be increased but should be maintained at present levels.

9.2 Adult Basic Education

The percentage of people without a grade 12 education increases with age. In Saskatoon and Regina, the proportion of the population not currently in school but without a high school diploma is lower (14.9% and 15.8% respectively for the 20 - 24 year age group) than in Moose Jaw and Prince Albert (20.1% and 23.7% respectively).

As the younger age group are more likely to complete high school, the demand for Adult Basic Education (ABE) will come more and more from older persons. Emphasis must be more on preparatory programs, such as pre-technology, rather than on completion of a high school diploma which in itself did not increase employment prospects. (Refer to section 8.4.)

9.3 Programs for Young People

Young people find it particularly difficult to enter the job market as the higher unemployment rates suggest.

Youth internship programs have great potential to ensure a successful transition from school to work and SIAST has a major role in the development of such programs. Education with a co-op component or other related work experience component will assist graduates in making the labour force attachment.

9.4 Aboriginal Youth

We noted the high percentage of young people that are of Aboriginal ancestry (43% are below the age of 15 compared to 25% of the Saskatchewan population as a whole). Therefore, the youth employment rate will be especially significant for this group and programs and services that assist Aboriginal young people in the transition to post-secondary education and to the workplace will need to be expanded. The Community Skills programs under the Future Skills program address some of the challenges faced by this group.

9.5 Programs to Retrain Unemployed

Although unemployment is seen at all levels of education, it is the unskilled that are most frequently affected (over 50% of unemployed have grade 12 or less); therefore, a need for training or retraining directed towards this target group continues to be high. The Industry Skills programs under the Future Skills program tries to address this need. SIAST's participation and leadership in developing training in cooperation with industry and business will increase. Emphasis on employability skills and specific technical skills must both be addressed, rather than emphasizing completion of grade 12.

9.6 Training to Support Export Oriented Companies

As the prosperity of the Saskatchewan economy is closely linked to increasing exports, companies will need employees that can assist them in becoming more export oriented. An understanding of marketing concepts and how business operates would be helpful. Smaller companies are often not in a position to hire specialists for all functions that are needed; therefore the employees must often be cross-trained. Technical sales specialists and wholesale traders are occupations that are needed to strengthen export oriented companies.

9.7 Entrepreneurship

Up to 85% of all new jobs being created today are in small and medium sized businesses. More and more of these jobs are part time and/or temporary. More Canadians than ever before are self-employed. Students need to acquire the skills to be able to "create their own jobs". An entrepreneurship component should be added to all programs. Even if students will not immediately start their own business, many will work in small enterprises and such training will assist them to adapt and understand their employer. The entrepreneurship training will benefit them for finding contract or temporary work which is becoming more prevalent. The emphasis in today's labour market must shift towards "creating your own job" rather than to wait "to take" a job.

9.8 Growth Occupations

We all know that we live in a knowledge and service based economy, and it is in these sectors that occupations are expected to experience the most growth[12]. The following tables illustrate this point.

Table 11 Health Related Occupations

Occupation	1993	1993 - 2000
	Employment in Canada	Annual Growth Rate
Respiratory Technicians	3,723	3.9%
Dental Hygienists	28,558	3.8%
Speech Therapists	3,871	3.7%
Occupational Therapists	6,993	3.3%
Osteopaths and Chiropractors	3,696	3.2%
Optometrists	2,897	3.2%
Physiotherapists	14,412	3.1%
Psychologists	15,379	3.0%

Although some areas in the health field are experiencing declining demand, such as registered nurses and medical laboratory technicians, the demand for allied health professionals is expanding. SIAST is on the right track to expand the program mix in health to include more of the therapist assistant occupations. Other lists also include Home Care Workers as fast growing occupations.

Table 12 Service Occupations

Occupation	1993	1993 - 2000
	Employment in Canada	Annual Growth Rate
Childcare Workers	127,675	4.0%
Food and Beverage Preparation	61,691	4.0%
Chefs and Cooks	199,715	3.8%
Community Planners	9,240	3.1%
Social Workers	n/a	

Tourism has been identified as one of the six cluster strengths (see page 4). As this sector will become more developed, the demand for emphasis in these service areas will increase. Special aspects of tourisms (heritage tourist guides, ecotourism, northern recreational tourism) may need special skills and have specialized training requirements after a common core.

[12] Canadian Occupational Systems (COPS), 1993.

Table 13 **Business Occupations**

Occupation	1993	1993 - 2000
	Employment in Canada	Annual Growth Rate
Office Managers	172,282	4.0%
Service Managers	71,716	3.7%
Personnel Managers	39,084	3.4%
Sales Managers	265,091	3.3%
Business Performance Analysts	13,677	3.2%

SIAST offers a variety of programs in business and office education. In addition to specialized business skills, continuing education courses must be offered to provide the opportunity to develop managerial skills.

9.9 Computer-related Occupations

Canada as a whole faces an impending shortage of qualified software personnel. There are estimates that Canada will face a shortage of 10,000 software workers by the end of this decade[13].

Computer engineers are in high demand if they can work with local-area networks or client services but not if their experience is mainly with mainframes[14].

But the pervasive effect of computers and information technology is felt across all industries and businesses in Canada. From health to the trades, from the service sector to hi-tech areas, most occupations cannot escape the impact of computers. Each worker has double the machinery and equipment to help do the job than was the case 15 years ago. Hence, the huge increase in productivity that has occurred and the slow improvement in employment coming out of the latest recession[15]. Those who are not comfortable with computers risk being left out of the workforce or stagnating at minimum wage occupations[16].

There is an opportunity for SIAST to develop programs in this area that require students to have already completed some post-secondary credentials before specializing in certain computer applications. Remote sensing, geographic information systems after a geography or geology degree are examples of such advanced diploma programs.

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[13] "Software Centre to be Industry Catalyst", The Professional Edge, No. 35, December 1994/January 1995, p.6.
[14] Gibb Clark, Margot. "Job Market Demanding Specific Skills", The Globe and Mail, January 3, 1995, p.B2.
[15] The Conference Board of Canada. "Where are the Jobs? A Million People Need to Know", Viewpoint, February 1995.
[16] "Computer Have-nots Risk Being Left Out", The Globe and Mail, January 3, 1995, p.A1.

10.0 CONCLUSION

The nature of work and the workforce that will be required in the future is changing. Many jobs are contingent - part time or contract, and non-contingent jobs are much less secure. A larger proportion of jobs are in small firms with rapid turnover and they require continual upgrading and re-training in response to technological change. Long-term and secure jobs are fast disappearing and replaced by non-standard or contingent workers. The future workforce must be prepared to change and update skills continuously, in other words become "career resilient". Portability of skills will be increasingly important.

Training must give our young people the tools to create their own employment opportunities. Entrepreneurial training and a basic understanding of business concepts will be a definite asset to employees of small businesses, which is where the majority of new jobs are created. Marketing skills, in particular how to market oneself, will be an advantage to the contingent workforce which must constantly seek new employment opportunities in this labour market environment.

Training and the development of our workforce must go hand in hand with economic development; therefore is it wise to watch those sectors that are contributing to the growth of the Saskatchewan economy, such as technology.

In the field of computers and information technology, the growth for the demand of specialized employees will grow. Often these skills would be in addition to already having a well-defined skill set or other credentials. Occupations in the health field, particularly the allied health occupations and those that support the maintenance of health, will grow as the population grows older but leads a healthier lifestyle. Service occupations, particularly those relating to the tourism sector, will see an increased need for specialized training. The development of managerial skills will require increased training opportunities, as does training in marketing for export oriented companies and technical sales persons.

In addition to having good technical skills in a chosen area and some computer skills that relate to these, the softer skills, such as teamwork, listening skills, communication skills and overall attitudinal skills are key to a career resilient work force[17]. These general skills are a major component of the "Employability Skills" developed by the Conference Board of Canada (refer to Appendix B).

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Appendix A

Occupational Imbalances by Selected Regions
- Moose Jaw
- Prince Albert
- Regina
- Saskatoon

(Reprinted with permission from Human Resources Development Canada. Working Solutions, Saskatchewan Occupational Review, April 1995 - September 1995)

High Activity Occupations - Occupations with a lot of vacancy activity or have opportunities because of high turnover or seasonal demand.

- *6242* *Cooks*
- *6421* *Retail Sales Clerks*
- *6453* *Food and Beverage Servers*
- *6474* *Babysitters and Nannies*
- *6611* *Cashiers*
- *6623* *Telemarketers, Venders*
- *6661* *Light Duty Cleaners*
- *6662* *Specialized Cleaners*
- *6663* *Janitors and Caretakers*
- *7271* *Carpenters*
- *7294* *Painters*
- *7411* *Truck Drivers*
- *7414* *Delivery Drivers*
- *7452* *Material Handlers*
- *7611* *Construction Labourers*

Demand - Short Term - Occupations that have a short term, temporary demand for qualified workers as a result of a project or new business in the local labour market.

- *6251* *Butchers and Meat Cutters*
- *7291* *Roofers and Shinglers*
- *9515* *Welding Brazing Machine Operators*

Demand - Long Term - Occupations that have a small but long term demand for workers with no qualified workers available in the local labour market.

- *7311* *Millwrights and Industrial Mechanics*
- *7321* *Motor Vehicle Mechanics*
- *7322* *Motor Vehicle Body Repairers*

Labour Surplus - Occupations where there exists a substantial pool of qualified unemployed labour supply.

- *1231* *Bookkeepers*
- *1241* *Secretaries*
- *1433* *Tellers*
- *3152* *Registered Nurses*
- *3413* *Nurses Aides*

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Prince Albert Canada Employment Centre
OCCUPATIONAL REVIEW

April 1995 to September 1995

High Activity Occupations - Occupations with a lot of vacancy activity or have opportunities because of high turnover or seasonal demand.

- Commission Salespersons
- Managers, All Types
- 6242 Cook
- 6271 Hair Stylists
- 6453 Waiter/Waitress
- 6641 Food Service Counter Attendants
- 6642 Kitchen and Food Service Helpers
- 7414 Delivery Drivers

Demand - Short Term - Occupations that have a short term, temporary demand for qualified workers as a result of a project or new business in the local labour market.

None Identified At This Time

Demand - Long Term - Occupations that have a small but long term demand for workers with no qualified workers available in the local labour market.

- 3142 Physiotherapist
- 3223 Dental Technician
- 6251 Meat Cutter J/M
- 7214 Electrician, J/M
- 7252 Pipefitter, J/M
- 7312 Heavy-Duty Equipment Mechanic

Labour Surplus - Occupations where there exists a substantial pool of qualified unemployed labour supply.

- 1231 Bookkeeper
- 1411 General Office Clerk
- 1431 Accounting Clerks
- 3152 Nurse
- 3413 Nurse Aide
- 7265 Welder
- 7271 Carpenter
- 7321 Motor Vehicle Mechanic
- 7414 Truck Driver
- 7421 Heavy Equipment Operator
- 7452 Material Handlers

Regina Canada Employment Centre
OCCUPATIONAL REVIEW

April 1995 to September 1995

High Activity Occupations - Occupations with a lot of vacancy activity or have opportunities because of high turnover or seasonal demand

- 6271 Hairstylists and Barbers
- 6452 Bartenders
- 6453 Food and Beverage Servers
- 6641 Food Service Counter Attendants and Food Preparers
- 6642 Kitchen and Food Service Helpers
- 6661 Light Duty Cleaners
- 6662 Specialized Cleaners
- 7411 Truck Drivers
- 7413 Taxi and Limousine Drivers and Chauffeurs
- 7414 Delivery Drivers
- 8431 General Farm Workers

Demand - Short Term - Occupations that have a short term, temporary demand for qualified workers as a result of a project or a new business in the local labour market.

- 1122 Consultants, Casino

Demand - Long Term - Occupations that have a small but long term demand for workers with no qualified workers available in the local labour market.

- 3111 Specialist Physicians
- 3112 General Physicians and Family Practitioners (Rural Areas)
- 3113 Dentist
- 6221 Technical Sales Specialists
- 6242 Cooks
- 6252 Bakers
- 6411 Sales Representatives, Wholesale
- 6474 Babysitters, Nannies and Parent's Helpers
- 7312 Heavy-Duty Equipment Mechanics
- 7313 Refrigeration and Air Conditioning Mechanics
- 7321 Motor Vehicle Mechanics
- 7344 Jewellers, Watch Repair

Labour Surplus - Occupations where there exists a substantial pool of qualified unemployed labour supply.

- 1221 Administrative Clerks
- 1412 Typists and Word Processor Operators
- 1431 Accounting and Related Clerks
- 1434 Banking, Insurance and Other Financial Clerks
- 4142 Elementary School and Kindergarten Teachers
- 6472 Elementary and Secondary School Teacher Assistants
- 6631 Elemental Medical and Hospital Assistants
- 7241 Electricians
- 7252 Steamfitters, Pipefitters and Sprinkler System Installers
- 7261 Sheet Metal Workers
- 7264 Ironworkers
- 7265 Welders

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Labour Surplus - Occupations where there exists a substantial pool of qualified unemployed labour supply.

- 7271 Carpenters
- 7311 Millwrights
- 7412 Bus Drivers
- 7452 Material Handlers
- 7621 Public Works and Maintenance Labourers
- 8615 Oil and Gas Drilling, Servicing and Related Labourers
- 9611 Labourers in Mineral and Metal Processing

Saskatoon Canada Employment Centre
OCCUPATIONAL REVIEW

April 1995 to September 1995

High Activity Occupations - Occupations with a lot of vacancy activity or have opportunities because of high turnover or seasonal demand

- 1241 Secretaries (except Legal and Medical)
- 1431 Accounting and Related Clerks
- 2242 Electronic Service Technicians (Household and Business Equipment)
- 6242 Cooks
- 6271 Hairstylists and Barbers
- 6421 Retail Salespersons and Sales Clerks
- 6452 Bartenders
- 6453 Food and Beverage Servers
- 6482 Estheticians, Electrologists and Related Occupations
- 6621 Service Station Attendants
- 6642 Kitchen and Food Service Helpers
- 6651 Security Guards and Related Occupations
- 6661 Light Duty Cleaners
- 6663 Janitors, Caretakers and Building Superintendents
- 7322 Motor Vehicle Body Repairers
- 7241 Electricians (except Industrial and Power Systems)
- 7271 Carpenters
- 7294 Painters and Decorators
- 7413 Taxi, Limousine Drivers and Chauffeurs
- 8431 General Farm Workers

Demand - Short Term - Occupations that have a short term, temporary demand for qualified workers as a result of a project or a new business in the local labour market.

- 2221 Biological Technologists Technicians
- 2271 Flying Instructors
- 4167 Recreation and Sports Program Supervisors and Consultants
- 5254 Program Leaders and Instructors in Recreation and Sport
- 7421 Heavy Equipment Operators (except Crane)
- 8232 Oil and Gas Well Drillers, Servicers, Testers and Related Workers
- 8412 Oil and Gas Well Drilling Workers and Services Operators

Demand - Long Term - Occupations that have a small but long term demand for workers with no qualified workers available in the local labour market.

- 1472 Storekeepers and Parts Clerks
- 2221 Biological Technologists Technicians
- 2232 Mechanical Engineering Technologists and Technicians
- 2233 Industrial Engineering and Manufacturing Technologists and Technicians
- 2241 Electrical And Electronics Engineering Technologists and Technicians
- 3112 General Practitioners and Family Physicians (Rural Areas Only)
- 3142 Physiotherapists
- 3143 Occupational Therapists
- 6221 Technical Sales Specialists, Wholesale Trade
- 7312 Heavy-Duty Equipment Mechanics
- 7411 Truck Drivers (Semi - 1A Licence)

Saskatoon Canada Employment Centre
OCCUPATIONAL REVIEW - continued

April 1995 to September 1995

Labour Surplus - Occupations where there exists a substantial pool of qualified unemployed labour supply.

- 0621 Retail Trade Managers
- 0631 Restaurant and Food Managers
- 1221 Administrative Officers
- 1224 Property Administrators
- 1225 Purchasing Agents and Officers
- 1231 Bookkeepers
- 1241 Secretaries(except Legal and Medical)
- 1411 General Office Clerks
- 1414 Receptionists and Switchboard Operators
- 1422 Data Entry Clerks
- 1431 Accounting and Related Clerks
- 1433 Tellers, Financial Services
- 1434 Banking, Insurance and Other Financial Clerks
- 1441 Administrative Clerks
- 1471 Shippers and Receivers
- 2271 Air Pilots
- 3152 Registered Nurses
- 3212 Medical Laboratory Technicians
- 3215 Medical Radiation Technologists
- 3413 Nurses Aides and Orderlies
- 4141 Secondary School Teachers
- 4142 Elementary School and Kindergarten Teachers
- 4212 Community and Social Service Workers
- 4214 Early Childhood Educators
- 5211 Library and Archive Technicians and Assistants
- 5241 Graphic Designers and Illustrating Artists
- 6471 Visiting Homemakers, Housekeepers and Related Occupations
- 6472 Elementary and Secondary School Teacher Assistants
- 6611 Cashiers
- 6621 Service Station Attendants
- 6631 Elemental Medical and Hospital Assistants
- 7244 Electrical Powerline and Cable Workers
- 7265 Welders
- 7271 Carpenters
- 7322 Motor Vehicle Body Repairers
- 7381 Printing Press Operators
- 7412 Bus Drivers, Subway Operators and other Transit Operators
- 7421 Heavy Equipment Operators (except Crane)
- 7452 Material Handlers
- 7611 Construction Trades Helpers and Labourers
- 7612 Other Trades Helpers and Labourers
- 8231 Underground Production and Development Miners
- 8232 Oil and Gas Well Drillers, Servicers, Testers and Related Workers
- 8412 Oil and Gas Well Drilling Workers and Services Operators
- 8431 General Farm Workers
- 8614 Mine Labourers
- 9617 Labourers in Food, Beverage and Tobacco Processing

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Appendix B

Employability Skills
The Conference Board of Canada

(Reprinted with permission from The Conference Board of Canada)

Employability Skills Are Critical

Employability skills are the generic skills, attitudes and behaviours that employers look for in new recruits and that they develop through training programs for current employees. In the workplace, as in school, the skills are integrated and used in varying combinations, depending on the nature of the particular job activities.

The Council recognizes the need for employers to accommodate individual differences and to provide equal opportunities for women, native people, visible minorities and people with disabilities.

How Are Employability Skills Developed?

Employability skills are developed in school and through a variety of life experiences outside school. The student, the family and the education system, supported and enhanced by the rest of society, share this responsibility.

How Does This Profile Fit with the Goals of Education?

All the skills listed in this profile are already either explicit or implicit in general educational goal statements of the provinces and territories. Drawing attention to skills necessary for employability is compatible with and can enhance a school's efforts to meet its other goals and objectives.

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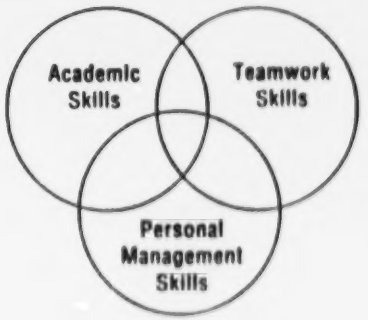
10/93

Employability Skills Profile

What Are Employers Looking For?



The academic, personal management and teamwork skills outlined in this profile form the foundation of a high-quality Canadian workforce both today and tomorrow.

The Corporate Council on Education invites and encourages students, parents, teachers, employers, labour, community leaders and governments to use the profile as a framework for dialogue and action.

The Conference Board of Canada

EMPLOYABILITY SKILLS PROFILE: The Critical Skills Required of the Canadian Workforce

Academic Skills

Those skills which provide the basic foundation to get, keep and progress on a job and to achieve the best results

Canadian employers need a person who can:

Communicate

- Understand and speak the languages in which business is conducted
- Listen to understand and learn
- Read, comprehend and use written materials, including graphs, charts and displays
- Write effectively in the languages in which business is conducted

Think

- Think critically and act logically to evaluate situations, solve problems and make decisions
- Understand and solve problems involving mathematics and use the results
- Use technology, instruments, tools and information systems effectively
- Access and apply specialized knowledge from various fields (e.g., skilled trades, technology, physical sciences, arts and social sciences)

Learn

- Continue to learn for life

Personal Management Skills

The combination of skills, attitudes and behaviours required to get, keep and progress on a job and to achieve the best results

Canadian employers need a person who can demonstrate:

Positive Attitudes and Behaviours

- Self-esteem and confidence
- Honesty, integrity and personal ethics
- A positive attitude toward learning, growth and personal health
- Initiative, energy and persistence to get the job done

Responsibility

- The ability to set goals and priorities in work and personal life
- The ability to plan and manage time, money and other resources to achieve goals
- Accountability for actions taken

Adaptability

- A positive attitude toward change
- Recognition of and respect for people's diversity and individual differences
- The ability to identify and suggest new ideas to get the job done—creativity

Teamwork Skills

Those skills needed to work with others on a job and to achieve the best results

Canadian employers need a person who can:

Work with Others

- Understand and contribute to the organization's goals
- Understand and work within the culture of the group
- Plan and make decisions with others and support the outcomes
- Respect the thoughts and opinions of others in the group
- Exercise "give and take" to achieve group results
- Seek a team approach as appropriate
- Lead when appropriate, mobilizing the group for high performance

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This document was developed by the Corporate Council on Education, a program of the National Business and Education Centre, The Conference Board of Canada.

This profile outlines foundation skills for employability. For individuals and for schools, preparing for work or employability is one of several goals, all of which are important for society.